

## **CITY COUNCIL AGENDA MEMORANDUM**

### **SUBJECT**

Resolution No. 8645 authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Management Association (BPMA) for a one-year labor agreement extension. The contract extension is for January 1, 2014 through December 31, 2014.

### **FISCAL IMPACT**

This one-year agreement reached with the BPMA will result in a cost increase to the City of approximately \$28,000 over the prior year of the contract. This agreement was anticipated in the 2014 budget and sufficient funds exist to fully fund the contract costs.

RCW 41.50.152 requires disclosure of “excess compensation” costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future retirement billings because this requirement applies to PERS1 employees only, and the individuals affected by this agreement participate in LEOFF2.

### **STAFF CONTACT**

Kerry Sievers, Director, 452.4581

Michelle Kast, HR Analyst, 452.4583

*Human Resources*

### **POLICY CONSIDERATION**

Shall the City enter into an MOU for a one-year contract extension with the Bellevue Police Management Association?

### **BACKGROUND**

The Union represents 11 positions, 0.89% of the workforce, with a total compensation cost of \$1,731,000 for the one-year term of the Agreement. The sole change in terms to the one-year contract extension is to set the Cost of Living Adjustment to the 2014 calculated rate of 1.2%.

Due to the impending Affordable Care Act (ACA) implementation, the City proposed and BPMA accepted a one-year contract extension. With the complexity of the Affordable Care Act’s requirements, plus the uncertainty associated with varying interpretations and the content of future regulations, the upcoming year will be used to research and develop a comprehensive labor relations strategy. Subsequent to the development and approval of a strategy, staff will work with representatives of each of the City’s unions to educate them on the impacts of the ACA on the City’s health plans and alternatives to address those impacts.

### **Key Package Elements**

One-year contract extension, January 1, 2014 through December 31, 2014.

Wages:

- 2014: 100% CPI-W = 1.2%

### **EFFECTIVE DATE**

If approved, this Resolution becomes effective immediately upon Council adoption.

### **OPTIONS**

1. Adopt Resolution No. 8645 authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Management Association (BPMA), for a one-year labor agreement extension. The contract extension is for January 1, 2014 through December 31, 2014.
2. Do not adopt Resolution No. 8645, and provide alternative direction to staff.

### **RECOMMENDATION**

Approve Resolution No. 8645 authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Management Association (BPMA), for a one-year labor agreement extension. The contract extension is for January 1, 2014 through December 31, 2014.

### **MOTION**

Move to approve Resolution No. 8645 authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Management Association (BPMA), for a one-year labor agreement extension. The contract extension is for January 1, 2014 through December 31, 2014.

### **ATTACHMENTS**

Proposed Resolution No. 8645

### **AVAILABLE IN COUNCIL OFFICE**

Memorandum of Understanding

CITY OF BELLEVUE, WASHINGTON

RESOLUTION NO. 8645

A RESOLUTION authorizing the execution of a Memorandum of Understanding (MOU) by and between the City of Bellevue (City) and the Bellevue Police Management Association (BPMA), for a one-year labor agreement extension from January 1, 2014 through December 31, 2014.

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The City Manager or his designee is hereby authorized to execute a Memorandum of Understanding (MOU) by and between the City of Bellevue (City) and the Bellevue Police Management Association (BPMA), for a one-year labor agreement extension from January 1, 2014 through December 31, 2014, a copy of which Memorandum of Understanding has been given Clerk's Receiving No. \_\_\_\_\_.

Passed by the City Council this \_\_\_\_\_ day of \_\_\_\_\_, 2013, and signed in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

(SEAL)

\_\_\_\_\_  
Conrad Lee, Mayor

Attest:

\_\_\_\_\_  
Myrna L. Basich, City Clerk